

Biennial Conference 2023 Resolution

On the basis that—

Our primary role as the New Zealand trade union movement is to collectively organise workers to build union power and influence and effectively promote and protect workers' rights and interests.

Te Tiriti o Waitangi is the founding document of Aotearoa New Zealand, and we have a collective responsibility to positively give effect to Te Tiriti in our work.

The NZCTU Te Kauae Kaimahi Biennial Conference 2023 **RECOGNISES**—

1. The critical juncture we are at as a movement and a country, and the need to build an enduring political environment and organisation that proudly serves the interests of working people and reforms our laws and practices so that collective union organisation and bargaining is accessible to all workers.
2. The need to develop a long-term vision and strategy for Aotearoa New Zealand that places the needs and aspirations of workers at its heart.
3. The systemic barriers that disadvantage Māori workers and create inequitable outcomes – for example, higher unemployment, lower job security, and poorer pay and conditions compared to the general population – and the recent upsurge of anti-Māori racism.
4. Aotearoa New Zealand is a highly unequal country, and many groups experience persistent disadvantage and poor outcomes in employment, income, health, education, and other areas.
5. Significant gains have been made for working people over the recent past, including, but not limited to, the passing of the Fair Pay Agreements Act 2022, Pay Equity settlements, Collective Agreement settlements, Minimum Wage increases, the restriction of 90-day trials, and improvements to social welfare.
6. Many of these material gains are now threatened by the incoming government.

The NZCTU Te Kauae Kaimahi Biennial Conference 2023 **RESOLVES** to—

Kaimahi Māori

7. **Call on** government to meet its obligations under Te Tiriti, and to identify and eliminate the systemic barriers that cause disadvantage for kaimahi Māori.
8. **Reaffirm** the importance of building strong and effective union organisation for kaimahi Māori so that Māori workers can challenge unfair practices and policies and enable tikanga and mātauranga Māori in the workplace.
9. **Oppose** the proliferation of racist rhetoric and action by political parties and groups in Aotearoa New Zealand.

Union power and influence

10. **Assert** that trade unions are the voice of working people and the legitimate social partner to government and business on all matters that impact workers.
11. **Reaffirm** the importance of building independent union organisation, power, and influence.
12. **Continue** organising workers industrially and politically to improve outcomes for working people.
13. **Continue** our work to expand and strengthen collective bargaining and union engagement rights and practices so that they are accessible to all workers.
14. **Continue** our work to lead the education and development of members, delegates, and officials.
15. **Continue** our work to campaign and advocate for workers' rights, social justice, social protection, and climate action.

Good work

Employment relations

16. **Assert** the rights of all workers to *good work*, as defined by the NZCTU. Labour is not a commodity, and work should enable lives of dignity, meaning, and respect for all workers.
17. **Oppose** any government action to repeal the Fair Pay Agreements Act 2022, or to weaken employment rights and protections in any way.
18. **Continue** our work to secure Pay Equity for all workers, Pay Transparency legislation, regular increases to the Minimum Wage, payment of the Living Wage, better protections for contractors, and ongoing reform of legislative and regulatory settings to support the delivery of good work.
19. **Call on** government to develop and implement a policy of full employment.
20. **Call on** government to fully implement and enforce the International Labour Organization's fundamental conventions 87 (Freedom of Association), 138 (Minimum Age), and 187 (Promotional Framework for Health and Safety), as well as convention 190 (Violence and Harassment).
21. **Call on** government to establish a permanent tripartite institution that will serve as a forum for dialogue between social partners and a mechanism for prioritising action on industrial relations and economic development.
22. **Call on** government to eliminate migrant labour exploitation.

Health and safety

23. **Assert** that health and safety is a fundamental right of all workers and a critical aspect of good work. All workers should return home from their work healthy and safe.
24. **Assert** the importance of worker voice and agency in workplace health and safety design and implementation.
25. **Call on** government to properly resource and mandate our health and safety regulator.
26. **Reaffirm** the need for enforceable corporate manslaughter legislation in New Zealand statute.

Social protection

27. **Reaffirm** our support for the implementation of the New Zealand Income Insurance Scheme.
28. **Reaffirm** our commitment to the implementation of active labour market programmes that assist people into good work.
29. **Call on** government to deliver a social protection system that eliminates child poverty and provides sufficient support for those without work.
30. **Oppose** rhetoric that demonises those in receipt of government welfare support, and policies that reduce their ability to live with dignity.

The economy and the future of work

31. **Campaign** to deliver meaningful change that tackles our immediate economic issues such as inflation in ways that support and enhance the lives of workers and their communities.
32. **Assert** the need for economic transformation to meet our long-term economic and social goals and enable a transition to a more productive, sustainable, and inclusive economy that makes Aotearoa New Zealand the best country in the world to be a worker.
33. **Call on** government to work with the social partners to deliver a just transition for workers affected by climate change, technological evolution, economic shocks, and other transformations.
34. **Oppose** any government action to cut Industry Transformation Planning, Workforce Development Councils, Regional Skills Leadership Groups, and Just Transition Partnerships, as this will undermine our ability to plan for change.

Climate change

35. **Call on** government to ensure that Aotearoa New Zealand meets its Paris Agreement obligations and all interim emissions targets recommended by the Climate Change Commission.
36. **Assert** the need to establish a Ministry of Green Works, with responsibility for building low-emissions and climate-resilient housing and infrastructure.

Public services and infrastructure

- 37. Assert** the importance of strong and well-funded public services, health, and education (Early Childhood Education to Tertiary) as central to the wellbeing of New Zealanders.
- 38. Oppose** cuts to public services, which will prevent working people from accessing the services they depend on and will reduce our capacity to address the critical challenges we face as a country.
- 39. Call on** government to provide the much-needed programme of investment that will deliver the high-quality housing and infrastructure New Zealanders require.
- 40. Reaffirm** the need to implement capital gains and wealth taxes and to reform the tax system to fund public services and infrastructure sufficiently and to reduce inequality.
- 41. Assert** that the current approach of managing down public debt and government expenditure will simply lead to higher levels of unmet need and a greater liability for our children to pay.

International

- 42. Reaffirm** our solidarity with the international workers' movement and our special responsibility to support our Pacific neighbours in their struggle for workers' rights and a just transition.
- 43. Reaffirm** our commitment to campaign for trade agreements that genuinely improve the quality of life of New Zealand workers and provide for trade union voice in their implementation and enforcement.